

Confidential – Produced Pursuant to Protective Order

Novant Health Annual Incentive Plan Goal Matrix: Fiscal 2017

PLAINTIFF'S  
EXHIBIT

83

- Please enter Employee ID in the yellow field indicated. Your employee data should auto-populate.
- All individual goals should have a weighted value of 20% or more totaling 100% for all goals.
- Achievement Score must reach Threshold to receive a score greater than Zero, Threshold to reach Target, and Target to reach Maximum.
- Scores may be prorated between Threshold and Target, and Target and Maximum.
- The form has been protected for structure and formulas. Please do not rename sheets, or restructure form.
- Please do not consolidate goals sheets for multiple employees into a single workbook. Each executive must have an individual file.
- Goal Sharing: if you are sharing a goal, please list all other participants who are sharing the goal with you (first and last name) in the "Area of Performance" cell
- Supporting information may be included on the "Supporting Information" tab; additional tabs may be added if needed (do not rename the Goals worksheet.)
- If goals are modified/updated during the year for any reason, updated forms must be submitted to Human Resources within 30 days of change for approval.

Questions? Please select the link: [2017 Annual Goal Questions](#)

Enter Employee ID: 157894  
 Name: Cureton, Jesse  
 Title: EVP & Chief Consumer Officer  
 Department: Administration  
 Leader: Armato, Carl  
 If role has changed, start date of new role: \_\_\_\_\_

If information does not auto populate, or information has changed, enter corrected information below:

Tier: 001  
 Goal Opportunity for Tier: 40%-55%-70%  
 System / Individual Weighting: 90% / 10%

Notes for HR Compensation: \_\_\_\_\_

SYSTEM GOAL Area of Performance	THRESHOLD Score: 1	TARGET Score: 2	MAXIMUM Score: 3	WT	ACHIEVEMENT SCORE	TOTAL
Team Member Engagement	4.08 OR 38th percentile ranking	4.13 OR 48th percentile ranking	4.18 OR 58th percentile ranking	25%		0.000
Population Health	50% of Indicators will be Green	65% of Indicators will be Green	80% of Indicators will be Green	25%		0.000
Quality	70% of Indicators at or above top performance	80% of Indicators at or above top performance	90% of Indicators at or above top performance	25%		0.000
System Financial Health	8% OCF	11% OCF	14% OCF	25%		0.000
SCORE				100%		0.000
Weighted System Score System Weight: 90%						0.000

Executive Team Individual Goals Area of Performance	WEIGHT (should total 100%)	ACHIEVEMENT SCORE (minimum of 1 and maximum of 3)	TOTAL (will automatically calculate)
Team Member Engagement	20%		0.000
Lead courageously and authentically, be less concerned with appropriateness and be willing to take bold stands.	80%		0.000
SCORE			0.000
Weighted Individual Score Individual Weight: 10%			0.000

Weighted Score: 0.0



Cureton, Jesse 2017 Tier Goals.XLSX  
 NOVANT - 001150